

ARLINGTON FINANCE COMMITTEE
MINUTES OF MEETING
TOWN HALL LYON'S ROOM
5/6/15

ATTENDEES:

Deyst	White	Caccavaro*	Kellar	McKenna
DeCoursey	Wallach*	Simmons*	Gibian	
Tosti*	Foskett	Bayer*	Duvadie*	
Kardon	Beck*	Jones*	Deshler*	
Franclemont*	Howard*	Fanning	Carman*	Turkall*

VISITORS: None

Minutes of 4/27 & 5/4 approved a printed. Unanimous.

The Chair discussed his plans for Town Meeting. Budgets will probably come up.

RESERVE FUND: \$715,005

Peter Howard 5/10/15

ARLINGTON FINANCE COMMITTEE
MINUTES OF MEETING
TOWN HALL LYON'S ROOM
5/11/15

ATTENDEES:

Deyst*	White*	Caccavaro*	Kellar	McKenna*
DeCoursey*	Wallach*	Simmons*	Gibian	
Tosti*	Foskett	Bayer*	Duvadie*	
Kardon*	Beck*	Jones*	Deshler*	
Franclemont*	Howard*	Fanning*	Carman	Turkall*

VISITORS: Deputy Town Manager Andrew Flanagan

ART 20 COLLECTIVE BARGAINING: Chapdelaine described (Ref 1) the agreement reached w/ AFSCME. In addition to the 2% per year received by the other unions, Local 680 will get a longevity increase and have agreed to a biweekly paycheck. The total increase will be 2 1/2 VOTED to reconsider the vote on 5/4 and instead to recommend the collective bargaining agreements as described in Ref 1. Unanimous

WRAPUP DINNER will be at the Sons of Italy on a Mon or Wed in June. Expect an email.

RESERVE FUND: \$715,005

Peter Howard 5/24/15 Revised 6/17/15

Ref 1 Memo Town Manager to FinCom, Art 20, 5/11/15



**Town of Arlington
Office of the Town Manager**

Adam W. Chapdelaine
Town Manager

730 Massachusetts Avenue
Arlington MA 02476-4908
Phone (781) 316-3010
Fax (781) 316-3019
E-mail: achapdelaine@town.arlington.ma.us
Website: www.arlingtonma.gov

TO: Finance Committee

FROM: Adam Chapdelaine, Town Manager

DATE: May 11, 2015

RE: Collective Bargaining – Article 20

I am pleased to report that the Town has concluded collective bargaining negotiations with each of the six unions under the jurisdiction of the Town Manager. As I have outlined in previous memoranda to the Finance Committee, the Town's strategy was as follows:

- 1.) Offer cost of living increases that are consistent with historic Consumer Price Index (CPI) trends. The Town has proposed 2% cost of living increases to each union that has been engaged in negotiations.
- 2.) Use the Town's Comprehensive Salary/Benefits Study to inform negotiations and identify any existing salary inequities among all positions within the organization. Consistent with the commitments of the study, the Town will offer parity adjustments where necessary.

American Federation of State, County and Municipal Employees (AFSCME), Local 680

Summary: The Town of Arlington and AFSCME, Local 680 reached an agreement on Friday, May 8. The primary financial component of the agreement is a 2% wage adjustment for all employees included in the bargaining unit. In addition, longevity (flat dollar amount) will be increased at each increment and all employees will receive a one time payment for converting to biweekly pay at the time the change is implemented. The Agreement is scheduled to be ratified on May 20.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2%	112,056.00	112,056.00	112,056.00	336,168.00
7/1/2017 - 2%		114,297.12	114,297.12	228,594.24
7/1/2018 - 2%			116,583.06	116,583.06
Longevity Increase	19,400.00	19,400.00	19,400.00	58,200.00
Biweekly Conversion Payment	29,000.00			29,000.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	160,456.00	245,753.12	362,336.18	768,545.30

Service Employees International Union (SEIU), Local 888

Summary: The Town of Arlington and SEIU, Local 888 reached an agreement on Friday, May 1. The only financial component of the agreement is a 2% wage adjustment for all employees included in the bargaining unit. The Agreement has been ratified by the Union.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2%	39,041.00	39,041.00	39,041.00	117,123.00
7/1/2017 - 2%		39,821.82	39,821.82	79,643.64
7/1/2018 - 2%			40,618.26	40,618.26
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	39,041.00	78,862.82	119,481.08	237,384.90

Robbins Librarians Professional Association

Summary: The Town of Arlington and the Robbins Librarians Professional Association came to a tentative agreement in early January of 2015. The agreement is centered a 2% wage adjustment for all employees included in the bargaining unit. Longevity was increased by \$200 at each increment. The Agreement has been ratified by the Union.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2%	12,000.00	12,000.00	12,000.00	36,000.00
7/1/2017 - 2%		12,240.00	12,240.00	24,480.00
7/1/2018 - 2%			12,484.80	12,484.80
Longevity Increase	1,000.00	1,000.00	1,000.00	3,000.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	13,000.00	25,240.00	37,724.80	75,964.80

Local 1297, International Association of Firefighters:

Summary: The Town of Arlington and the International Association of Firefighters, Local 1297 came to agreement in the mid-March of 2015. The successor agreement centers on adjustments to the salary table, including the implementation of a new step system that is intended to modify pay at each rank so it is consistent with the average of Arlington's comparable pay. As part of this effort, EMT, defibrillator and education stipends are based on rank (firefighter, lieutenant, captain and deputy chief). The Union has ratified the agreement.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2% + New Step System	164,998	164,998	164,998	494,994.96
7/1/2016 - 2%		157,311	157,311	314,622.00
7/1/2017 - 2%			112,743	112,743.00
School Credit Increase	38,203			38,203.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	203,201	322,309	435,052	960,562.96

Arlington Patrolmen's Association:

Summary: The Town of Arlington and the Arlington Patrolmen's Association reached a tentative agreement last week. The agreement includes a 2% cost of living increase in each year of the contract. Additionally, the Town agreed to offer Quinn benefits (educational incentive) to patrolmen hired after 2009. This will not have a budgetary impact in FY 2016 as it will be offset from retiring officers who had previously been Quinn eligible. Offering Quinn benefits to all patrolmen was

necessary in order to achieve parity with our comparable communities and will help the department with both recruitment and retention. The Union is scheduled to ratify the agreement this week.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015 2.0% Increase
 July 1, 2016 2.0% Increase
 July 1, 2017 2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2%	67,158.00	67,158.00	67,158.00	201,474.00
7/1/2017 - 2%		68,501.16	68,501.16	137,002.32
7/1/2018 - 2%			69,871.18	69,871.18
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	67,158.00	135,659.16	205,530.34	408,347.50

Arlington Ranking Police Officers' Association:

Summary: The Town of Arlington and the Arlington Ranking Police Officers' Association reached a tentative agreement last week. The agreement includes a 2% cost of living increase in each year of the contract. Additionally, the Town agreed to implement a new step system that provides a 1% increase in base salary after five years as a ranking officer within the Arlington Police Department and a 2% increase after ten years and 3% after fifteen years. It should be noted that this component of the agreement is applicable based on years of service as a ranking officer, not years of service with the department or as a police officer. This will support the Town's efforts to achieve wage parity at the rank of Captain.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015 2.0% Increase
 July 1, 2016 2.0% Increase
 July 1, 2017 2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2% + New Step System	56,591.00	56,591.00	56,591.00	169,773.00
7/1/2017 - 2%		57,722.82	57,722.82	115,445.64
7/1/2018 - 2%			58,877.28	58,877.28
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	56,591.00	114,313.82	173,191.10	344,095.92

M Schedule, Full-Time elected officials and non-union employees:

Summary: The Town of Arlington's M Schedule employees, full-time elected officials and non-union employees will receive cost of living increases that are consistent with the wage increases in the collective bargaining agreements for FY16, FY17 and FY18. Non-union employees (not including M Schedule and Full-Time elected officials) will receive a \$200 increase in longevity at each increment.

Wages:

July 1, 2015 2.0% Increase
 July 1, 2016 2.0% Increase
 July 1, 2017 2.0% Increase

M - Schedule

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2%	37,080	37,080	37,080	111,240.00
7/1/2016 - 2%		37,822	37,822	75,643.60
7/1/2017 - 2%			38,578	38,578.44
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	37,080	74,902	113,480	225,462.04

Full - Time Elected Officials

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 -2%	3,464	3,464	3,464	10,392.00
7/1/2016 - 2%		3,533	3,533	7,066.28
7/1/2017 - 2%			3,604	3,603.66
				-
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	3,464	6,997	10,601	21,061.94

Non-Union Employees

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2%	46,112	46,112	46,112	138,336.00
7/1/2016 - 2%		47,034	47,034	94,068.24
7/1/2017 - 2%			47,975	47,974.68
Longevity Increase	6,000	6,000	6,000	18,000.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	52,112	99,146	147,121	298,378.92

Future Collective Bargaining:

It is requested that \$67,897 (difference between \$700,000 included in the FY 2016 budget and the cumulative financial impact of year one of the agreements) be set aside to fund any unforeseen elements of the bargaining agreements in year one. In order to expend any amount of the \$67,897, Town Meeting approval would be needed.

ARTICLE 20 - AMENDED

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union (formerly NAGE);
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Patrolmen's Association;
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to non-union employees and full-time elected officials:

A. Local 680, American Federation of State, County and Municipal Employees

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;
- (4) \$200 increase in longevity at each increment; and
- (5) \$250 one time biweekly conversion payment

and that for this purpose the sum of \$160,456.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 20, 2015;

B. Service Employees International Union

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$39,041.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;;

C. Robbins Library Professional Association

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) \$200 increase in longevity at each increment;

and that for this purpose the sum of \$13,000.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

D. Local 1297, International Association of Firefighters

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;
- (4) implementation of a new step system; and
- (5) base education stipend as a percentage of rank pay;

and that for this purpose the sum of \$203,201.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

E. Arlington Patrolmen's Association

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$67,158.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 15, 2015;

F. Arlington Ranking Police Officers' Association

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) implementation of a new step system; and

and that for this purpose the sum of \$56,591.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 15, 2015;

G. M Schedule and Non-Union Employees

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) \$200 increase in longevity at each increment (not including M Schedule Employees);

and that for this purpose the sums of \$37,080.00 (M Schedule) and \$52,112.00 (non-union), which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

H. Full-Time Elected Officials

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$3,464.00, which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

And that the sum of \$67,897.00 is hereby appropriated, to be set aside for funding unanticipated costs associated with the bargaining agreements as listed above, said sum to be raised by the general tax and said sum shall not be expended without a further vote of Town Meeting.